

Report to / Rapport au:

**OTTAWA POLICE SERVICES BOARD
LA COMMISSION DE SERVICES POLICIERS D'OTTAWA**

31 May 2021 / 31 Mai 2021

Submitted by / Soumis par:

Chief of Police, Ottawa Police Service / Chef de police, Service de police d'Ottawa

Contact Person / Personne ressource:

**Deputy Chief Steve Bell, Corporate Support Command / Chef adjoint du soutien
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SUBJECT: WORKFORCE MANAGEMENT REPORT – FIRST QUARTER 2021

OBJET: GESTION DES EFFECTIFS DU PREMIER TRIMESTRE DE 2021

REPORT RECOMMENDATIONS

That the Ottawa Police Services Board receive this report for information.

RECOMMANDATIONS DU RAPPORT

**Que la Commission de services policiers d'Ottawa prenne connaissance du
présent rapport à titre d'information.**

BACKGROUND

Section 31(1) of the Police Services Act (PSA) sets out the Ottawa Police Services Board's (Board) responsibilities with respect to the provision of adequate and effective police service in the municipality. Under Section 31(1)(a), the Board is responsible for the appointment of sworn members to its municipal police force.

The Board has also requested information be submitted, on a quarterly basis, that captures key elements of the Ottawa Police Service's (OPS) workforce activities.

Accordingly, the purpose of this report is to:

1. Identify all new members and fulfill the Board's obligation to approve all appointments of new members;

2. Provide the Board with an overview, both forecast and actual, of workforce management activities that have occurred in Q1 2021;
3. Summarize hiring goals for 2021, including assumptions related to retirements and resignations;
4. Provide the Board with an overview of suspended members; and
5. Update the Board regarding the assignment of Senior Officers within the OPS.

Information provided in this report includes names and ranks of employees as governed by the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA).

DISCUSSION

Sworn Officer Staffing

Forecast of hiring requirements

The forecast of sworn officer hiring requirements for the year is developed annually by the OPS. It is built around the estimated number of officers that must be hired to fill both new and existing vacant positions.

In developing a hiring plan, five key factors are considered:

1. A new recruit takes nine months, on average, to become deployable;
2. The Ontario Police College (OPC) typically holds three training sessions per year for new recruits;
3. An experienced officer from another police service takes one to two months, on average, to become deployable;
4. Retirements tend to occur at the beginning of each new fiscal year; and
5. A complement carry-over of 40% of the following year's forecasted retirements is needed to ensure that staffing levels in Q1 do not fall below acceptable levels.

2021 Sworn Officer Forecast of Hiring Requirements and Hiring Plan

The 2021 sworn staffing forecast identified the need to hire 44 officers in 2021 to meet the above criteria. However, this forecast has been adjusted to 28 officers based on sworn staffing changes in Q1, including a lower than expected number of retirements as well as the civilianization of five sworn positions.

See Table 1 for the first quarter sworn staffing changes.

Table 1- Q1 Actuals
2021 Summary of Sworn Officer Hiring Requirements

	Forecasted Hiring Requirements	Q1 Actual	Q2 Forecast	Q3 Forecast	Q4 Forecast	Hiring Requirements	Hiring Plan (see Table 2)
	Original						
Position Change							
Strategic Growth	30	0	0	0	0	30	25
Reduction in Sworn Compliment		-5					
Staffing Changes							
Complement (overage) / underage from 2020	(58)	(58)	0	0	0	(58)	3
Retirements/LSER	40	16	5	5	5	31	
Resignations	10	1	2	2	3	8	
Other *	2		1	1	0	2	
Complement carry-over to 2022	20		0	0	0	20	
Total	44	-46	8	8	8	33	28
*Includes long term vacancies (LTV), leave of absence (LOA) and deaths. Names will not be disclosed due to confidentiality.							
Complement Carry-Over is based on forecasted retirements and future strategic growth positions.							

In Q1 2021 there were 16 sworn officer retirements, and one sworn officer resignation. From a gender perspective, 12 percent of the employees leaving the service were female, 88 percent were male.

- Document 1 in this report lists the names and ranks of the 17 sworn officers who left the employment of OPS in Q1 2021 due to retirement and resignation.

Table 2 below summarizes the adjusted 2021 Sworn Officer Hiring Plan which shows a requirement to hire a total of 28 new police officers in 2021, there were no sworn officers hired in Q1 of 2021.

Table 2
2021 Hiring Plan

Hire Date	Intake	Original Hiring Plan	Revised	Q1 Actual	Q2 Forecast	Q3 Forecast	Q4 Forecast	Hiring Plan
New Recruits								
Apr 2021	Intake R1	0		0	0	0	0	0
Aug 2021	Intake R2	22	28	0	0	0	0	0
Dec 2021	Intake R2	22	0	0	0	0	28	28
Experienced Officers								
May 2021	Intake E1	0	0	0	0	0	0	0
Total		44	28	0	0	0	28	28

Q1 2021 Sworn Officer Promotions

Sworn officer promotions at the OPS are generally made on a quarterly basis taking into account the number of vacancies arising through attrition. There were no sworn officer promotions in Q1 2021.

Q1 2021 Sworn Officer Suspensions

There was one conclusion of a suspension, and three new suspensions in Q1 of 2021, as illustrated in Document 6.

- The Chief of Police may suspend an officer, with pay, if they are suspected or charged with a criminal or provincial offence, or misconduct under the PSA. The Chief may suspend an officer without pay only when an officer is convicted of an offence AND sentenced to a term of imprisonment.
- Suspension is an aspect of the Chief's authority to control and administer the police service; "not to punish, but to remove members from duty for reasons related to the protection of the public and the police service." It is a risk-mitigation tool, to allow time for investigation while mitigating any risks associated to keeping the officer on duty.
- Complaints about officer conduct are taken very seriously as a matter of public trust and confidence. We have a rigorous process in place to manage conduct matters, including suspensions. Suspension is reserved for the most serious of cases, applying a fixed set of criteria on an incident-by-incident basis, and often in dynamic circumstances.
- **The suspension criteria includes a consideration of the following nine factors:**
 1. Seriousness of the alleged misconduct.
 2. Reliability of the evidence or information known.
 3. Prior discipline record of the officer.
 4. Can adequate conditions or restrictions be put in place to mitigate the need for suspension?
 5. What is the risk to the public and the police if the officer is not suspended?
 6. How does this impact the public interest, public trust and confidence in the OPS?
 7. How does this align with Board and OPS priorities?
 8. Is there a risk of reprisal if the member is not suspended?
 9. Is suspension necessary to maintain the integrity of the investigation?
- Determination of suspension is between public and police safety and confidence, and the common law duty of procedural fairness. Suspensions are reviewed on a quarterly basis, and when there is a material change in circumstances that may warrant lifting a suspension.

2021 Forecasted Civilian Staffing Plan

Civilian staffing is driven each year by many of the same factors that influence Sworn Officer hiring; but the volume and timing can be somewhat more difficult to predict. There is also a backlog of staffing actions given the delays presented due to the ongoing COVID 19 Pandemic. The 2021 plan forecasts 136 actions. This number has four components:

1. 71 staffing actions to fill vacant permanent positions as a result of promotions, retirements, resignations and operational backfill positions;
2. 30 staffing actions to fill medium-to-long-term temporary requirements;
3. 15 staffing actions to fill short-term (six months or less) temporary requirements; and
4. 20 staffing actions to fill casual opportunities, including six Court Liaison Coordinators, and to support casual members moving into temporary assignments and permanent positions.

The Q1 2021 forecast was in line with actual staffing during this period.

Staff have continued to utilize virtual interviews where possible and ensure adherence to social distancing for in-person interviews in support of the required restrictions as a result of the COVID-19 Pandemic.

Table 5 below outlines the civilian staffing plan by category.

Table 5
2021 Civilian Staffing Plan

2021 Civilian Staffing Plan							
	2021 Forecasted Actions		Q1 Actual	Q2 Forecast	Q3 Forecast	Q4 Forecast	2021 Total Staffing Actions
Existing Vacancies							
Permanent Operational Backfill	16		2	5	5	4	16

(Communication Centre)						
Permanent Civilian hires (external candidates, and term to perm conversion, through competition)	55	18	14	11	12	55
Temporary Assignments (through competition)	30	12	8	4	6	30
Temporary Opportunities (<6 months, through internal database)	15	5	5	5	0	15
Casual Hiring (external competition)	20	3	6	5	6	20
Total Staffing Actions	136	40	38	30	28	136

Sworn and civilian staffing challenges continue to exist within the OPS. The sworn staffing forecast for the middle of June indicates that there will be 13 Sergeant Vacancies and 35 Constable vacancies within the organization.

As of April the OPS has 26 civilian vacancies. 34 percent of the civilian vacancies fall within the Information Directorate, specifically our Communications Centre, which has a direct impact on responding to calls for service within the city of Ottawa.

Since the beginning of January 2021, we have observed an increase in retirements and resignations above forecasted levels.

Q1 2021 Civilian Hires	18	10	8	34	12	Croatian	8 – University 9 - College Diploma 1 - Highschool
						Hindi	
						Polish	
						Punjabi	
						Somalia	

SENIOR OFFICERS' ASSIGNMENT UPDATES

Document 5 illustrates the Senior Officers assignments at the OPS as of March 31, 2021 and is provided for reference purposes.

Sworn

Temporary Vacancies

As of March 31, 2021, there were three members of the OPA acting in an SOA position due to a temporary vacancy:

- Acting Inspector Jamie Harper is backfilling the position of Inspector Platoon B
- Acting Inspector Peter Jupp is backfilling the position of Inspector Customer Service
- Acting Inspector John Mbakulo is backfilling the position of Inspector Strategic Planning

Special Assignments

As of March 31, 2021, there were six sworn SOA members backfilling positions due to temporary vacancies or special assignments.

- Acting Deputy Chief Mark Ford is backfilling the position of Deputy Chief
- Acting Superintendent Robert Drummond is backfilling the position of Superintendent Intelligence
- Acting Superintendent Patricia Ferguson is backfilling the position of Superintendent Frontline Policing
- Inspector Kevin Maloney is backfilling the position of Inspector Executive officer
- Inspector Patrick Flanagan is backfilling the position of Inspector Information & Material Continuity
- Inspector Dana Reynolds is backfilling the position of Inspector Fixed Operations & Airport

Vacant Permanent Positions

As of March 31, 2021, there is one vacant sworn SOA position- Inspector Information & Material Continuity.

Civilian

Temporary Vacancies

As of March 31, 2021, three OPA members are acting in an SOA positions due to temporary vacancies

- Daniel Koepke is acting in the position of Director Equity, Diversity and Inclusion
- Dawn Jordon is acting in the position of Director of Information & Material Continuity
- Jason Renaud is acting in the position of Director of Materiel Management

Special Assignments

As of March 31, 2021, there were three civilian SOA members backfilling positions due to temporary vacancies or special assignments.

- Michelle Gauthier is holding the temporary position of Director of Strategic Projects
- Shawn Cleroux is holding the temporary position of Junior Legal Counsel
- John Steinbachs is holding the position of Executive Director of Strategy & Communication

Vacant Permanent Positions

As of March 31, 2021, there were four permanent vacant civilian SOA positions.

- Director community Safety & Well-being-Vacant
- Executive Director of Strategy & Communication (temporarily held by John Steinbachs)
- Legal Counsel
- Manager Health & Safety

SUPPORTING DOCUMENTATION

Document 1 – Q1 2021 Sworn Officer Retirements and Resignation

Document 2 – Q1 2021 Civilian Retirements, Resignations and Deaths

Document 3 – Q1 2021 Permanent Civilian Hires

Document 4 – Q1 2021 Civilians in New Permanent Positions

Document 5 – Senior Officer’s Assignment Report as of March 31, 2021

Document 6 – Q1 2021 Sworn Officer Suspension Information

CONCLUSION

This report provides an overview of the activities that have occurred in the Q1 to fulfill the goals of the workforce plans. Staff will provide an update on Q2 activities at the September 2021 Board meeting.

DOCUMENT 1

Q1 2021 Sworn Officer Retirements

	NAME	DIRECTORATE	SECTION	RANK	RETIREMENT DATE/LONG-TERM LEAVE DATE
1	David Christie	Investigations	Arson	Sgt	1-February-2021
2	John Dorsch	Frontline Policing	West B Platoon	Cst	29-January-2021
3	Doug Edgar	Frontline Policing	West D Platoon	Sgt	1-February-2021
4	Mark Gatien	Specialized Policing	Traffic & Escort Unit	Sgt	26-February-2021
5	James Heaphy	Financial Services	Fleet Services	Sgt	29-January-2021
6	Russell Hrabchak	Frontline Policing	Fixed Afternoon Central	Sgt	1-February-2021
	John Kiss	Frontline Policing	Fixed Afternoon East	Sgt	1-February-2021
8	Sharon Lamont	Information	Front Desk West	Cst	1-March-2021
9	David Lockhart	Frontline Policing	Fixed Operations	S/Sgt	1-March-2021
10	Walter McIlquham	Frontline Policing	West E Platoon	Sgt	1-February-2021
11	Jorge Mendonca	Investigations	General Investigations East	Sgt	1-February-2021
12	Bruce Pirt	Investigations	Homicide	S/Sgt	29-January-2021

13	Jennifer Price	Investigations	General Investigations Central	Cst	1-February-2021
14	Alain Rochette	Specialized Policing	Canine	Cst	1-February-2021
15	Stephen Smith	Office of the Chief	Professional Standards	Sgt	29-January-2021
16	Glenn Wasson	Information	Info & Materiel Continuity	Insp	1-March-2021

Q1 2021 Sworn Officer Resignations

	NAME	DIRECTORATE	SECTION	RANK	RESIGNATION DATE
1	Johnny Bueckert	Human Resources	PDC - Just in Time Program	Cst.	8-March-2021

Q1 2021 Civilian Retirements

	NAME	DIRECTORATE	SECTION	PERMANENT POSITION	RETIREMENT DATE/LONG-TERM LEAVE DATE
1	Laurie Bednarek	Information	Court Liaison	Court Liaison Coordinator	1-March-2021
2	Monique Garneau	Information	Communication	Comms Shift Supervisor	29-January-2021
3	Carole Lacasse	Information	Communication	Police Communicator	29-January-2021
4	Lap Tak (Phebe) Leung	Financial Services	Financial Planning	Sr Finance Clerk	1-March-2021
5	Randall Mar	Planning, Perf & Analytic	Strategy & Communication	Executive Director	1-February-2021
6	Suzanne Potvin	Information	Police Reporting Unit	Manager	1-March-2021
7	Barbara Rockburn	Info & Technology Services	CPIC	CPIC Operator	29-January-2021
8	Joanne Soltendieck	Information	Communication	Comms Shift Supervisor	1-February-2021
9	Shannon Zuniga	Information	Communication	Police Communicator	1-February-2021

Q1 2021 Civilian Resignations

	NAME	DIRECTORATE	SECTION	PERMANENT POSITION	RESIGNATION DATE
1	Lara Malashenko	LEGAL SERVICES	Legal Services	Legal Counsel	9-January-2021
2	Darren MacPherson	Human Resources	Health & Safety	Manager	11-January-2021
3	Nelson Pereira	Info & Technology Services	Infrastructure Support	WAN Specialist	19-March-2021
4	Julie Forsyth	Information	Communication	Police Communicator	27-March-2021

Q1 2021 Civilian Deaths

	NAME	DIRECTORATE	SECTION	Perman nt Position	Date of Death
1	Janice McClelland	Intelligence	Community Safety & Wellbeing – Crime Stoppers Team	Admin	2-March-2021

DOCUMENT 3**Q1 2021 Permanent Civilian Hires**

	NAME	DIRECTORATE	SECTION	PERMANENT POSITION	START DATE
1	Brad Elkington*	Human Resources	Accommodation & Return to Work	WSIB Coordinator	1-Jan-21
2	Colin Lockhart*	Financial Services	Fleet Services	Fleet Attendant	1-Jan-21
3	James Thorpe*	Financial Services	Fleet Services	Fleet Attendant	1-Jan-21
4	Ferzana Qadri*	Information Services	Front Desk Services	Client Support Specialist	4-Jan-21
5	Kerri Brown	Information Services	Communication Centre	Police Communicator	11-Jan-21
6	Celine Marchand	Information Services	Communication Centre	Police Communicator	11-Jan-21
7	Harpreet Kaur	Financial Services	Financial Planning	Senior Financial Analyst	1-Feb-21
8	Heather Ogilvie	Financial Services	Financial Planning	Senior Financial Analyst	1-Feb-21
9	Joshua Racicot*	Information & Technology Services	Report Analyst	Report Analyst	22-Feb-21
10	Patrick Borowski	Specialized Policing	Central Cellblock	Special Constable	1-Mar-21
11	Erin Buckland*	Information & Technology Services	Freedom of Information	Release of Information Clerk	1-Mar-21

12	Leslie Kestner*	Information & Technology Services	Freedom of Information	Release of Information Clerk	1-Mar-21
13	Stephen Lamourie*	Information	Court Liaison	Court Liaison Coordinator	1-Mar-21
14	Connor Murchison	Specialized Policing	Central Cellblock	Special Constable	1-Mar-21
15	Michael Murray	Specialized Policing	Court Security	Special Constable	1-Mar-21
16	Jayden Russell	Specialized Policing	Court Security	Special Constable	1-Mar-21
17	Adam Warsame	Specialized Policing	Court Security	Special Constable	1-Mar-21
18	Ellisa James*	Information	Court Liaison	Supervisor Court Liaison	15-Mar-21

*Term employee who won permanent position.

DOCUMENT 4**Q1 2021 Civilians in New Permanent Positions**

	NAME	DIRECTORATE	SECTION	PERMANENT POSITION	START DATE
1	Samuel Dean	Information	Court Liaison	Court Liaison Supervisor	1-Jan-21
2	Shauna McCormick	Human Resources	Wellness	Wellness Resource Liaison	1-Jan-21
3	Micheline St-Germain	Information	Court Liaison	Court Liaison Coordinator	1-Jan-21
4	Katherine Knott	Information	Front Desk Services	Front Desk Services Agent	4-Jan-21
5	Liane Bisson	Information	Communication Centre	Shift Supervisor Comm Centre	11-Jan-21
6	Christine Pezoulas	Information	Communication Centre	Shift Supervisor Comm Centre	11-Jan-21
7	Kai Li	Intelligence	Operational Intelligence Analysis	Supervisor Crime Intelligence Analysis	15-Jan-21
8	Michele Webb	Intelligence	Operational Intelligence Analysis	Crime Intelligence Analyst	20-Jan-21
9	Kelly Ledingham	Neighbourhood Policing	Diversity & Race Relations	Community Developer Community Engagement	22-Jan-21
10	Amanda Wilson	Respect, Values & Inclusion	Strategic Partnerships & Engagement	Strategic Partnerships & Engagement Coord.	22-Jan-21
11	Matthew	Information	Court Liaison	Supervisor Court	27-Jan-21

	Chaput			Liaison	
12	Christine Scott	Neighbourhood Policing	Community Safety Services	Community Intake Coordinator	8-Feb-21
13	Roxanne Severy	Info & Technology Services	Telecommunications	Supervisor Telecommunications	8-Feb-21
14	Cindy Locke	Information	Evidence Control	Evidence Control Attendant	16-Feb-21
15	Jodie Davis	Financial Services	Financial Planning	Senior Finance Clerk	24-Feb-21
16	Kendrick Abell	Info & Technology Services	Business Solutions Support	Senior Web Developer	1-Mar-21
17	Jean-Francois Blouin	Info & Technology Services	Service Centre	Systems Developer Service Centre	1-Mar-21
18	Melissa Butler	Information	Court Liaison	Court Liaison Coordinator	15-Mar-21

DOCUMENT 5**Senior Officer's Assignment Report as of March 31, 2021**

	TITLE	INCUMBENT	TEMPORARILY ASSIGNED	TERM END
CHIEF OFFICERS AND SUPERINTENDENTS				
1	Chief Financial Officer	ROGERS CYRIL		
2	Chief Information Officer	BEATTY ANNA		
3	Chief Physical Environment Officer	MILLS PAMELA		
4	Executive Director of Strategy & Communication	Vacant-Retired 2021-02-01	STEINBACHS JOHN	2021.06.11
5	General Counsel	HUNEULT CHRISTIANE		
6	Superintendent Frontline Policing	MCKENNA JOAN	FERGUSON PATRICIA	2021.09.17
7	Superintendent Human Resources	PATTERSON MARK		
8	Superintendent Information	FORD MARK	MCKENNA JOAN	2021.03.31
9	Superintendent Intelligence	BHATNAGAR SAMIR	DRUMMOND ROBERT	2021.09.17
10	Superintendent Investigations	RENWICK CHRISTOPHER		
11	Superintendent Neighbourhood	DUNLOP JAMIE		

	Policing			
12	Superintendent Respect, Values & Inclusion	GRANGER ISOBEL		
13	Superintendent Specialized Policing	RHEAUME CHRISTOPHER		
DIRECTORS AND INSPECTORS				
	TITLE	INCUMBENT	TEMPORARILY ASSIGNED	TERM END
1	Director Corporate Communications	STEINBACHS JOHN	No Holder	
2	Director Employee & Labour Relations	CHODOS MARK		
3	Director Equity, Div & Inclusion	SNODDY DAVID	DANIEL KOEPKE	2021.07.08
4	Director Health, Safety & Wellness	SLOBODIAN ANGELA		
5	Director Human Resources	RATHWELL MICHELLE		
6	Director Strategic Projects	GAUTHIER MICHELLE		
7	Director Community Safety & Wellbeing	Vacant-new	No Holder	
8	Legal Counsel	Vacant-Resigned 2021-01-09	No Holder	
9	Exec Advisor Respect, Conduct & Values	AARENAU DEBORAH		

10	Inspector Communications	BERNIER ROBERT		
11	Inspector Customer Service	DRUMMOND ROBERT	JUPP PETER	2021.09.17
12	Inspector Executive Officer	FLANAGAN PATRICK	MALONEY KEVIN	2021.05.31
13	Inspector Fixed Operations & Airport	FERGUSON PATRICIA	DANA REYNOLDS	2021.08.21
14	Inspector Frontline Investigations	MCGETRICK JOHN		
15	Inspector Info & Material Continuity	Vacant- Retired 2021-03-01	PATRICK FLANAGAN	2021.07.18
16	Inspector Information Services	HODGINS TIMOTHY		
17	Inspector Intelligence Services	ELVES JAMES		
18	Inspector Major Investigations	CARTRIGHT CARL		
19	Inspector/Director Materiel Mgmt	MCLAREN SANDRA	RENAUD JASON	2021.08.10
20	Inspector Neighbourhood Branch A	BRYDEN KENNETH		
21	Inspector Neighbourhood Branch B	MILLER DEBBIE		

22	Inspector Operations Support	MARIN MICHEL		
23	Inspector Platoon A	BURNETT PAUL		
24	Inspector Platoon B	SHEEHY MARC- ANDRE		
25	Inspector Platoon C	LUCAS RUSSELL		
26	Inspector Platoon D	PALMER DEBBIE		
27	Inspector Platoon E	REYNOLDS DANA	HARPER JAMIE	2021.08.21
28	Inspector Platoon F	D'AOUST FRANCOIS		
29	Inspector Professional Standards	O'TOOLE HUGH		
30	Inspector Recruiting, Learning & Development	ZACKRIAS DAVID		
31	Inspector Strategic Planning	MALONEY KEVIN	JOHN MBAKULO	2021.05.31
32	Inspector, Courts, Custody & Traffic	RYAN MICHAEL		
33	Inspector, Specialized Investigations	LACHINE HEATHER		
OTHER				
	TITLE	INCUMBENT	TEMPORARILY	TERM

			ASSIGNED	END
1	Jr Legal Counsel	CLEROUX SHAWN		
2	Mgr Talent Development & Perf. Mgmt	ABRAHAM JOSHUA		
3	Program Mgr, Employee & LR	BIANCO LISA		
4	Program Mgr, Employee & LR	CHAPMAN ALLISON		
5	Mgr Health & Safety	Vacant-Resigned 2021-01-11	No Holder	

DOCUMENT 6**Q1 2021 Sworn Officer Suspensions**

Last name	First name	Police Rank	Directorate	Start Date	Changes in Q1
Keenan	Carl	Constable	Frontline Policing Directorate	2017.12.29	
Post	Erie	Constable	Frontline Policing Directorate	2018.06.13	Concluded
Hinterberger	Will	Staff Sergeant	Frontline Policing Directorate	2019.09.13	
Jaswal	Uday	Deputy Chief	Intelligence, Info & Invest Command	2020.03.21	
Assaad	Hussein	Constable	Investigations Directorate	2020.04.23	
Chronopoulos	Andrew	Constable	Frontline Policing Directorate	2020.04.23	
Putinski	Kevin	Constable	Neighbourhood Policing Directorate	2020.04.23	
Hewitt	Jesse	Constable	Frontline Policing Directorate	2020.05.22	
Brisebois	Yourik	Constable	Investigations Directorate	2020.08.05	
Benloss	Kevin	Constable	Frontline Policing Directorate	2020.09.03	
Fraser	Brandi	Constable	Investigations Directorate	2021.02.12	New
Singh	Sundee p	Constable	Frontline Policing Directorate	2021.02.12	New

Forgie	Troy	Constable	Neighbourhood Policing Directorate	2021.03.1 0	New
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